

Supporting New Faculty on the Path to Tenure

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New Faculty Needs

According to Searby (2008) new faculty have 3 basic psychological needs:

- The need to be capable and competent
- The need to contribute
- The need to be connected

- According to a national survey and interviews, pre-tenure faculty report needing and wanting:
 - Clarity and fairness in the tenure process
 - Collegiality
 - Diversity
 - Quality of life
 - Resources
- Faculty believe that this will lead to success and satisfaction in career

(Trower & Gallagher, 2008 – Series of articles on the Chronicle of Higher Education)

- Pre-tenure faculty members are least clear about the standards for tenure and most clear about the timelines of the process (2005-2007 Collaborative on Academic Careers in Higher Education)
 - **Vague and inconsistant tenure guidelines**
 - **Lack of constructive feedback**
 - **A culture of "don't ask, don't tell"**
 - **Divergence between policy and practice**

- For many new faculty members, connecting their work to a larger community of scholars can be an intimidating and lonely pursuit.
- Possible Solutions:
 - Faculty Learning Community
 - Support Groups
 - Mentoring

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- S.N.A.P. – Support Network for Assistant Professors
- Goals:
 - Provide support & materials/tools for the increased skill and production in scholarly writing
 - Establish a multidisciplinary professional learning community for non-tenured faculty

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- Select Monthly Meeting Activities:
 - Discussion of writing strategies & tips
 - Learning/discussing tenure expectations
 - Outside presenters/Senior faculty mentoring
 - Peer critiques of works in progress
 - Group editing of manuscripts
 - Exploring shared authorship

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- Indicators of Success:
 - Increased rate of manuscript submission and acceptance rate
 - Enhanced collegiality
 - Reduction of isolation
 - Increased writing capabilities
 - Increased confidence about tenure process

Goal of Today's Presentation

- Develop a group that fosters the professional development and success of Assistant Professors at Brockport
- Aim of the Group
 - Help Assistant Professors learn more about various aspects of life at the University.
 - Establish cross-disciplinary networks
 - Identify appropriate mentors and funds for mentoring activities

Possible Initiatives:

- Promote scholarship through a faculty writing group
- Develop opportunities for new faculty to network in order to build support & collegiality
- Develop a Formal Mentoring Scheme
- Possible Modified Duties Policy for new faculty

References

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